

From: [Dev, Madhu](#)
To: (b)(6)
Cc: [Taylor-Upshaw, Gloria](#); [Davis, Michael D.](#); [Christensen, Kevin](#); [Eyermann, Richard](#); [El-Zoghbi, Christine](#)
Subject: Hotline Referral 2018-0267- Closeout Memo
Date: Thursday, June 28, 2018 3:41:58 PM

(b)(6)

I am sending the closeout memo for Hotline Referral 2018-0267 on behalf of Michael D. Davis, Director of Efficiency Audits.

Please see the closeout memo below.

Thank you,

Madhu Dev
Auditor, EPA Office of Inspector General
Office of Audit & Evaluation/ Efficiency Audits

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MEMORANDUM

-
SUBJECT: Office of Inspector General Hotline Complaint 2018-0267

FROM: Michael D. Davis, Director of Efficiency Audits
Office of Audit and Evaluation

THROUGH: Kevin Christensen, Assistant Inspector General
Office of Audit and Evaluation

TO: (b)(6) OIG Hotline
Office of Investigations

We have completed the review of the subject hotline complaint. The complaint (anonymous) alleged EPA is reporting false information in its EPA Diversity Dashboard Fourth Quarter Fiscal Year 2017 report. Specifically, the memorandum alleges that there is a significant disparity between the numbers reported to the Office of Personnel Management (for the Disabled Veterans Affirmative Action Program (DVAAP) 2017-2018 Plan Report) and the numbers on the dashboard for the total veterans, total EPA, and total new hires.

We reviewed and compared the totals reported in the 2017 Diversity Report to the DVAAP 2017-2018 Plan for EPA staff, veterans, and new hires to address this allegation. We also briefly spoke with staff in charge of those reports to obtain background information.

Based on the work performed, the allegation as presented in the hotline complaint does not identify any material issues to audit and we recommend that the initial complaint be closed.

The work undertaken to address the hotline does not constitute an audit conducted in accordance with Government Auditing Standards. Our work on this matter is completed, and

we consider this complaint closed. If you have any questions or wish to discuss this matter further, please contact me at Davis.MichaelD@epa.gov or (513) 487-2363.



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

OFFICE OF
INSPECTOR GENERAL

May 21, 2018

MEMORANDUM

SUBJECT: Office of Inspector General Hotline Complaint 2018-0267
"Information Only"

FROM:

(b)(6)

Special Agent, Hotline Manager
Headquarters, Office of Inspector General

TO:

Kevin Christensen
Assistant Inspector General
Office of Audit and Evaluation

The Environmental Protection Agency (EPA), Office of Inspector General (OIG), Hotline received a letter dated April 19, 2018, from the US Office of Special Counsel. The letter is reporting a violation of law, rule, or regulation by employees at EPA. Allegedly, the EPA is reporting false information in its 2017 Diversity Report.

This letter is being provided to you and your staff for "Information Only". Please forward as appropriate to Office of Audit and Evaluation staff. Please inform the Hotline within the next 5 calendar days that this has been received. If you have any further questions, please me at (b)(6)

Attachment:



U.S. OFFICE OF SPECIAL COUNSEL

1730 M Street, N.W., Suite 218
Washington, D.C. 20036-4505

April 19, 2018

The Honorable Arthur A. Elkins, Jr.
Inspector General
Environmental Protection Agency
1200 Pennsylvania Ave., N.W., Mail Code: 2431T
Washington, D.C. 20460-0001

Re: OSC File No. DI-18-3344

Dear Mr. Elkins:

We have received the following information from an anonymous source alleging a violation of law, rule, or regulation by employees at the Environmental Protection Agency, Washington, D.C. Because the information was submitted from an anonymous source, we are precluded from transmitting the information to Secretary Scott Pruitt pursuant to 5 U.S.C. § 1213. Therefore, we are making the information available to you for whatever action you deem appropriate. I have enclosed the documentation received from the source.

Accordingly, we are closing our file. Should you wish to discuss this matter, please contact me at (202) 804-7088.

Sincerely,

A handwritten signature in blue ink that reads "Catherine A. McMullen".

Catherine A. McMullen
Chief, Disclosure Unit

Enclosure
CAM/nr

Office of Special Counsel
Whistleblower Disclosure
1730 M Street N.W.
Suite 218
Washington D.C. 20036

APR 17 PM 4:17
Rachel Maddow
Floor 3 West
30 Rockefeller Plaza
New York, NY 10112

April 14, 2018

Dear OSC & Rachel Maddow;

This package contains EPA's 2017 veteran's report that was submitted to OPM. Also included, is the data from the agency's Diversity Dashboard that contains the veteran's demographics, which is accessible to all employees. We have included only the pages that are relevant to the agency when filing its veteran's report.

The agency has falsified data in their report! If you look at (1) total veteran numbers, (2) total EPA numbers, and (3) total new hires – there is a significant disparity between the numbers reported to the OPM and the numbers on the dashboard.

You can fact check this for yourself by requesting a copy of this report from OPM and submit a FOIA request for EPA's veteran data. We must emphasize that it is common knowledge that the office of civil rights and the office of diversity & inclusion have two different sets of data.

Rachel, the reason why we are sending you this information is because in the past, when complaints have been made to OSC, they did absolutely nothing. Maybe with media attention, the people who are falsifying data are finally exposed.



UNITED STATES ENVIRONMENTAL PROTECTION AGENCY
WASHINGTON, D.C. 20460

NOV 13 2017

MEMORANDUM

OFFICE OF
ADMINISTRATION
AND RESOURCES
MANAGEMENT

SUBJECT: 2017 Disabled Veterans Affirmative Action Program Accomplishment Report and
2018 Disabled Veterans Affirmative Action Program Plan

FROM: Bisa Cunningham, Director
Diversity, Recruitment, and Employee Services Division

THRU: Wesley Carpenter, Deputy Director
Office of Human Resources

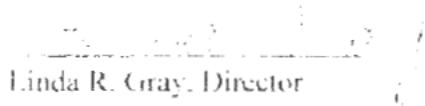
TO: Linda R. Gray, Director
Office of Human Resources

The Diversity, Recruitment and Employee Services Division requests your review and approval to submit the attached *2017 Disabled Veterans Affirmative Action Program Accomplishment Report* and *2018 Disabled Veterans Affirmative Action Program Plan* due December 1, 2017, to the U.S. Office of Personnel Management on behalf of the U.S. Environmental Protection Agency.

Each year, Federal Executive Branch agencies are required to submit a report to OPM on past fiscal year (FY 2017) DVAAP Accomplishments and certify that a DVAAP Plan is in place for the upcoming fiscal year (FY 2018). In previous years, the Plan was certified by the DRES Director and was prepared in the same manner this year. Specific DVAAP reporting requirements can be found in Title 5 of the Code of Federal Regulations, Part 720, Subpart C.

Please contact me, at (202) 564-6635 with any questions or concerns.

Approved:


Linda R. Gray, Director
Office of Human Resources


Date

Disapproved:

Linda R. Gray, Director
Office of Human Resources


Date

[illegible]

**7. Methods used to provide or improve internal advancement opportunities for disabled veterans
(Attach supporting addendums if needed)**

(b) (5)

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes

Somewhat

No

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

(b) (5)

Yes	Somewhat	No
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(b) (5)

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes Somewhat No

13. POC's Name, Email, and Phone Number of Operating Components and Field Installations (If Applicable)

Office/Region Name	Name	Contact Information
OARM/Agency VEPO	Dr. Lester C. Facey	202-566-1321/ facey.lester@epa.gov
OA	Twanna Lesperance	202-564-0419/ lesperance.twanna@epa.gov
OCSP	Lisa Madison	202-564-3410/ madison.lisa@epa.gov
OCFO	John Wright	202-564-2123/ wright.john@epa.gov
OECA	John Reynolds	202-564-1332/ reynolds.john@epa.gov
OEI	Richard Perez	202-566-1168/ perez.richard@epa.gov
OGC	Phyllis Wingard	202-5641312/ wingard.phyllis@epa.gov
OIG	Deana Kennedy	202-566-1376/ kennedy.deana@epa.gov
OITA	Dennis Cunningham	202-564-6622/ cunningham.dennis@epa.gov
OLEM	Michelle Crews	202-566-1916/ crews.michelle@epa.gov
ORD	Pat Vaughan	919-541-4912/ vaughan.pat@epa.gov
OW	Connie Thorpe-Porter	202-564-6200/ thorpe-porter.connie@epa.gov
OAR	Julie Kutzke	202-564-2989/ kutze.julie@epa.gov
Region 1	Stephen Griffin	617-918-1194/ griffin.stephen@epa.gov
Region 2	James Feeley	212-637-4178/ feeley.james@epa.gov
Region 3	Cheryl Talbot	215-814-5355/ talbot.cheryl@epa.gov
Region 4	Delphine Williams	404-562-8148/ williams.delphine@epa.gov
Region 5	Elizabeth Lytle	312-886-4348/ lytle.elizabeth@epa.gov
Region 6	Yolanda Nixon	214-665-2738/ nixon.yolanda@epa.gov
Region 7	Gregory L. Davis	913-551-7208/ davis.gregoryl@epa.gov
Region 8	Elaine M. Robles	303-312-6194/ robles.elaine@epa.gov
Region 9	Mary Mathews	213-244-1802/ mathews.mary@epa.gov
Region 10	Shawn Drummond	206-553-0125/ drummond.shawn@epa.gov

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	U.S. Environmental Protection Agency		2. FY	2018
3. POC Name	Tania Allen		4. Phone	(202) 564-0290
5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)				
<p>(b) (5)</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p> <p>[REDACTED]</p>				
6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?				
Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No <input type="checkbox"/>

7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	15,161	9. # Of Veterans	1,371	10. # Of Disabled Veterans	529	11. # Of 30% Or More Disabled Veterans	357
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(b) (5)

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes ☐ Somewhat ☐ No ☐

13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

(b) (5)

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes ☐ Somewhat ☐ No ☐

15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes ☐ Somewhat ☐ No ☐

16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

(b) (5)



17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes ☐ Somewhat ☐ No ☐

18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes ☐ Somewhat ☐ No ☐ Not Needed ☐

19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

(b) (5)



20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>	Not Applicable	<input type="checkbox"/>
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21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

(b) (5)

[REDACTED]

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes ☐ Somewhat ☐ No ☐

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered		From	10/01/2017	To	09/30/2018
25. Agency Name	U.S. Environmental Protection Agency				
26. DVAAP POC's Name	Tania Allen				
27. Title	Chief, Diversity and Recruitment Branch (Diversity, Recruitment and Employee Services Division)				
28. Telephone Number	(202) 564-0290	29. Email	allen.tania@epa.gov		
30. Date Plan Last Amended	11/24/2017	31. Date Effective	10/01/2017		
32. DVAAP Certifying Official's Name	Bisa Cunningham				
33. Title	Director, Diversity, Recruitment and Employee Services Division				
34. Telephone Number	(202) 564-6635	35. Email	cunningham.bisa@epa.gov		
36. DVAAP Certifying Official Signature			37. Date	11/30/17	

**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

VEPO	Dr. Lester C. Facey	202-566-1321	facey.lester@epa.gov
Region 1	Stephen Griffin	617-918-1194	griffin.stephen@epa.gov
Region 2	James Feeley	212-637-4178	feeley.james@epa.gov
Region 3	Cheryl Talbot	215-814-5355	talbot.cheryl@epa.gov
Region 4	Delphine Williams	404-562-8148	williams.delphine@epa.gov
Region 5	Elizabeth Lytle	312-886-4348	lytle.elizabeth@epa.gov
Region 6	Yolanda Nixon	214-665-2738	nixon.yolanda@epa.gov
Region 7	Gregory L. Davis	913-551-7208	davis.gregoryl@epa.gov
Region 8	Elaine M. Robles	303-312-6194	robles.elaine@epa.gov
Region 9	Mary Mathews	213-244-1802	mathews.mary@epa.gov
Region 10	Shawn Drummond	206-553-0125	drummond.shawn@epa.gov
OA	Twanna Lesperance	202-564-0419	lesperance.twanna@epa.gov
OARM	Dr. Lester C. Facey	202-566-1321	facey.lester@epa.gov
OCSP	Lisa Madison	202-564-3410	madison.lisa@epa.gov
OCFO	John Wright	202-564-2123	wright.john@epa.gov
OECA	John Reynolds	202-564-1332	reynolds.john@epa.gov
OEI	Richard Perez	202-566-1168	perez.richard@epa.gov
OGC	Phyllis Wingard	202-564-1312	wingard.phyllis@epa.gov
OIG	Deana Kennedy	202-566-1376	kennedy.deana@epa.gov
OITA	Dennis Cunningham	202-564-6622	cunningham.dennis@epa.gov
OLEM	Michelle Crews	202-566-1916	crews.michelle@epa.gov
ORD	Pat Vaughan	919-541-4912	vaughan.pat@epa.gov
OW	Connie Thorpe-Porter	202-564-6200	thorpe-porter.connie@epa.gov
OAR	Julie Kutzke	202-564-2989	kutzke.julie@epa.gov



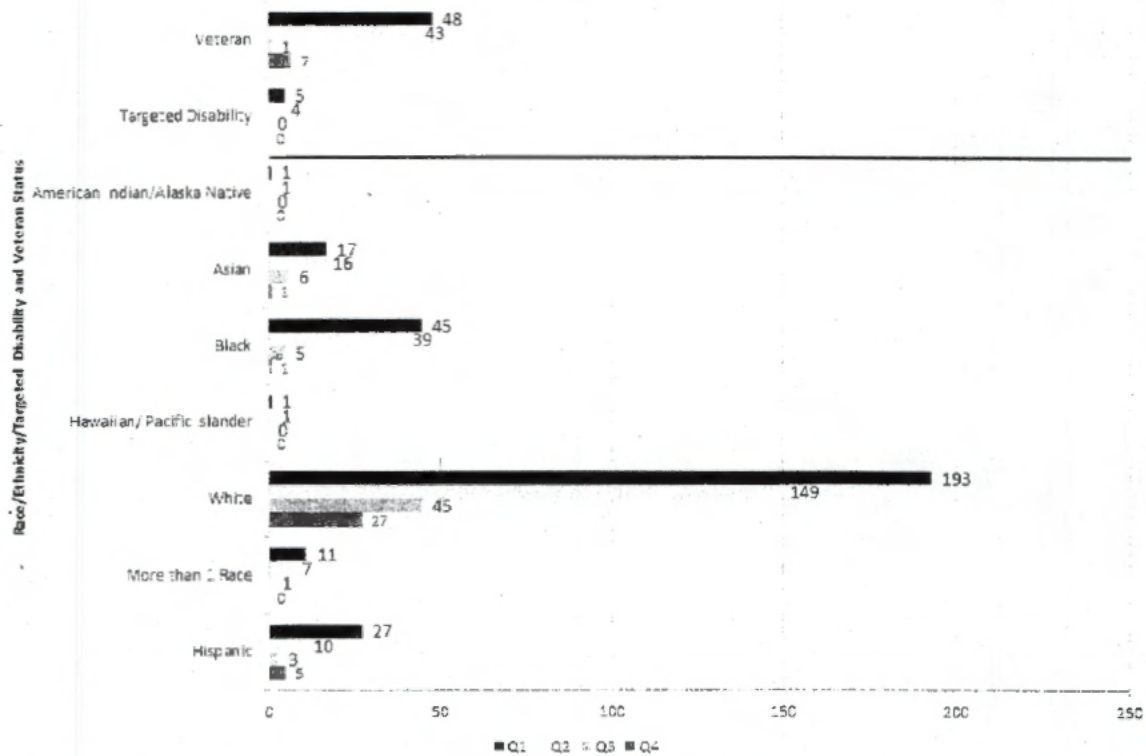
EPA Diversity Dashboard

Fourth Quarter
Fiscal Year 2017

An EPA Program and Regional Demographic Profile.

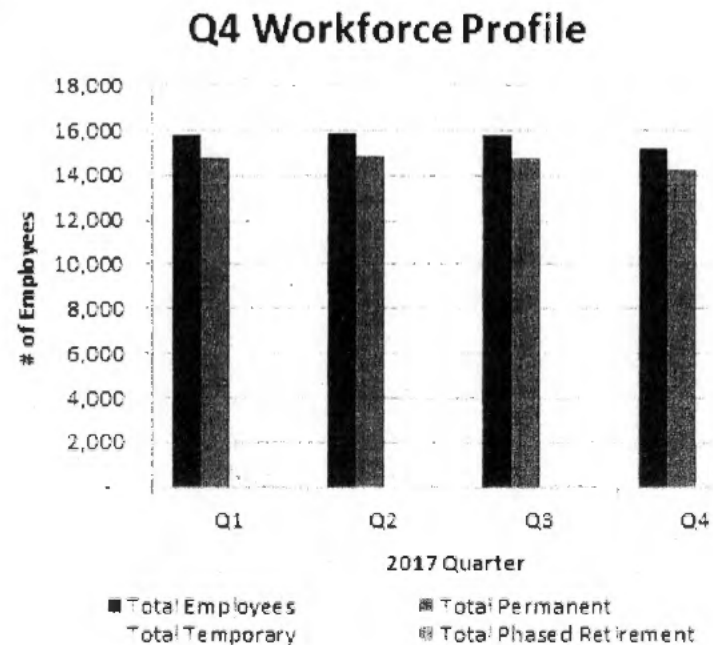
Office of Human Resources
Office of Administration and Resources Management

New Hires



New Hires																				
Quarter	Veteran		Targeted Disabilities		American Indian/Alaska Native		Asian		Black		Hawaiian/Pacific Islander		White		More than 1 Race		Hispanic		TOTAL NEW HIRES	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q1	48	16.3%	5	2%	1	0%	17	5.8%	45	15.3%	1	0%	193	65.4%	11	4%	27	9.2%	295	100.0%
Q2	43	19.3%	4	2%	1	0%	16	7.2%	39	17.5%	1	0%	149	66.8%	7	3%	10	4.5%	223	100.0%
Q3	1	1.7%	0	0%	0	0%	6	10.0%	5	8.3%	0	0.0%	45	75.0%	1	1.7%	3	5.0%	60	100.0%
Q4	7	20.6%	0	0%	0	0%	1	2.9%	1	2.9%	0	0.0%	27	79.4%	0	0.0%	5	14.7%	34	100.0%

An overview of the current number of all EPA (permanent and temporary) employees, by quarter.



Workforce	Q1		Q2		Q3		Q4	
	#	%	#	%	#	%	#	%
Total Employees	15,756	100.0%	15,862	100.0%	15,751	100.0%	15,161	100.0%
Total Permanent	14,737	93.5%	14,865	93.7%	14,812	94.0%	14,251	94.0%
Total Temporary	1,001	6.4%	980	6.2%	919	5.8%	897	5.9%
Total Phased Retirement	18	0.1%	17	0.11%	20	0.1%	13	0.1%

2. EPA versus National Civilian Labor Force Demographic Diversity Comparison and Survey Data on LGBT Employees

An overview of the current number and percentages of all EPA (permanent and temporary) employees by race/national origin, targeted disability, and veteran status compared to the most recently available EEO Tabulation 2006-2010 (5-year American Community Service (ACS) data) for race/national origin comparisons and the Bureau of Labor Statistics (BLS) Employment Situation of Veterans-2015 as of March 2017 data for veteran comparisons.

Race/National Origin, Veteran and Targeted Disability Status	CLF %	EPA Q4	
		#	%
Veteran	7.0%	1,371	9.1%
Targeted Disabilities ¹	2.0%	266	1.8%
American Indian/Alaska Native	0.6%	96	0.6%
Asian	4.8%	1,003	6.6%
Black	11.3%	2,534	16.7%
Hawaiian/Pacific Islander	0.2%	18	0.1%
White	67.0%	10,187	67.3%
More than 1 Race	1.5%	256	1.7%
Hispanic	14.6%	1,051	6.9%
TOTALS:	100.00%	15,145	100.0%
LGBT ²	Government 2017 EVS 3%	EPA 2017 EVS 4.28%	

¹ The Targeted Disabilities benchmark of 2% is not based on the CLF but instead the federal goal established pursuant to Executive Order 13548-Increasing Federal Employment of Individuals with Disabilities. The federal goal is 2% of the total workforce population.

² The source of data on the government-wide and EPA LGBT community is the Employee Viewpoint Survey (EVS), an OPM-administered survey conducted annually. Additional information is located at: Annual Data on the EPA Lesbian, Gay, Bisexual, and Transgender (LGBT) Population

Quarter	American Indian/ Alaska Native		Asian		Black		Hawaiian/Pacific Islander		White		More than 1 Race		Hispanic		Veteran		Targeted Disabilities	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q1	101	0.6%	1029	6.5%	2699	17.1%	18	0.1%	10603	67.3%	256	1.6%	1041	6.6%	1391	8.8%	344	2.2%
Q2	105	0.7%	1035	6.5%	2683	16.9%	18	0.1%	10681	67.4%	265	1.7%	1059	6.7%	1433	9.0%	339	2.1%
Q3	102	0.6%	1034	6.6%	2661	16.9%	18	0.1%	10589	67.3%	266	1.7%	1065	6.8%	1419	9.0%	305	1.9%
Q4	96	0.6%	1003	6.6%	2534	16.7%	18	0.1%	10187	67.3%	256	1.7%	1051	6.9%	1371	9.1%	266	1.8%



EPA Diversity Dashboard

Annual Report
Fiscal Year 2016

An EPA Program and Regional Demographic Profile.

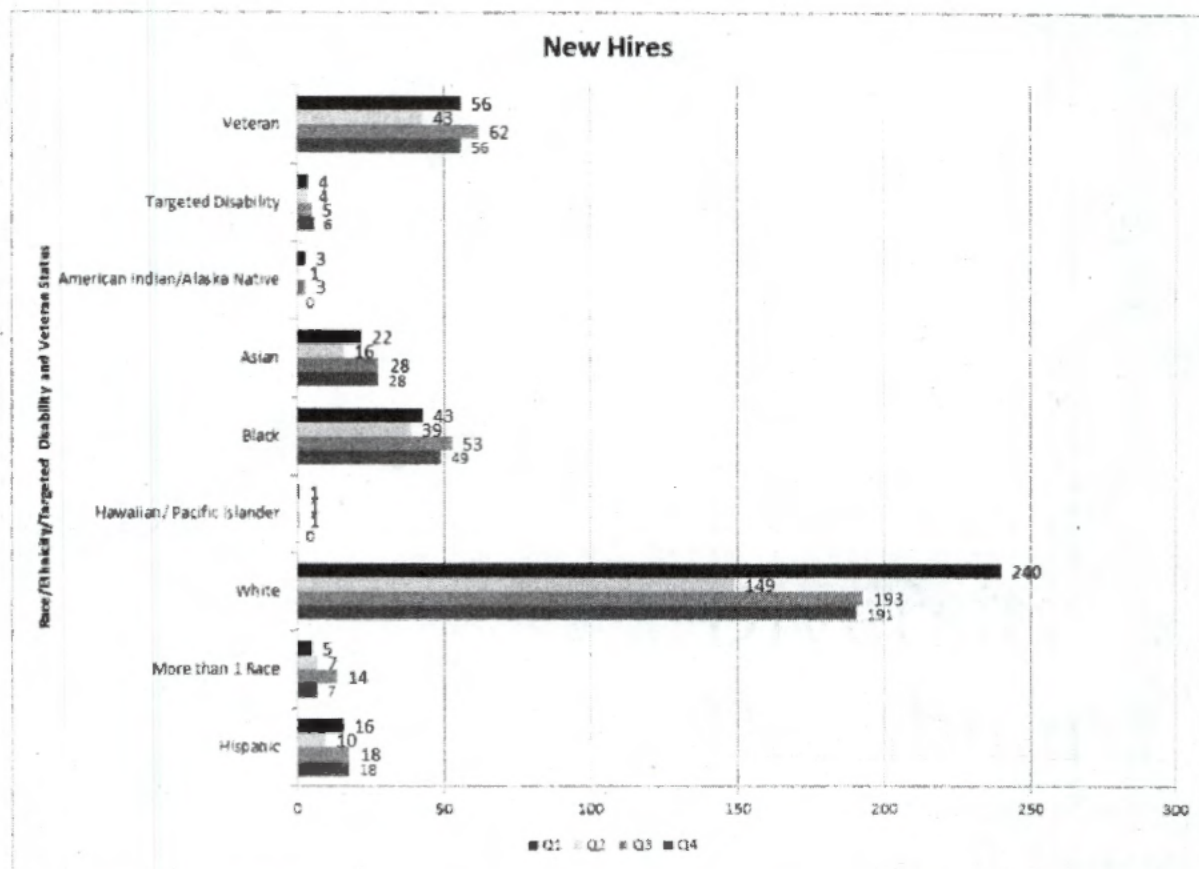
Diversity, Recruitment, and Employee Services Division
Office of Human Resources
Office of Administration and Resources Management

2. **Hispanic Employees:** There were 1,023 (6.5%) Hispanic employees within the EPA workforce (15,731) at the end of the fourth quarter of 2016. Of these employees, 113 were classified as supervisors/managers, which represented 6.2% of all EPA supervisors/managers (1,816).

3. **Veterans:** There were 1,386 (8.8%) veteran employees within the EPA workforce (15,731) at the end of the fourth quarter of 2016. Of these employees, 120 were classified as supervisors/managers, which represented 6.6% of all EPA supervisors/managers (1,816).

EPA Transactional Information

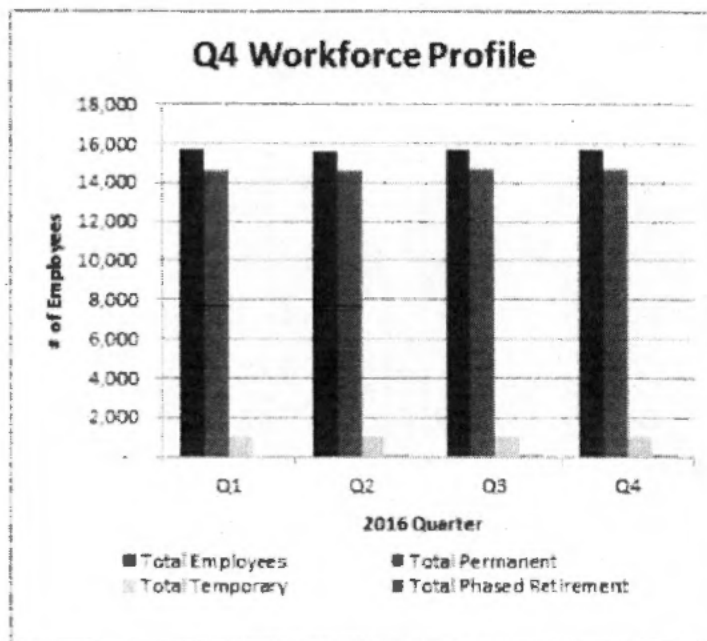
In the fourth quarter of 2016, the agency hired a total of 293 employees while an additional 268 employees separated from the agency. Separations are counted based on five types: retirement, termination, resignation, transfer, or death. The summary chart on the following page provides additional detail on all new hires and separations based on race/national origin, targeted disability, and veteran status.



New Hires																				
Quarter	Veteran		Targeted Disabilities		American Indian/Alaska Native		Asian		Black		Hawaiian/Pacific Islander		White		More than 1 Race		Hispanic		TOTAL NEW HIRES	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q1	56	17.0%	4	1%	3	1%	22	6.7%	43	13.0%	1	0%	240	72.7%	5	2%	16	4.8%	330	100.0%
Q2	43	19.3%	4	2%	1	0%	16	7.2%	39	17.5%	1	0%	149	66.8%	7	3%	10	4.5%	223	100.0%
Q3	62	20.0%	5	2%	3	1%	28	9.0%	53	17.1%	1	0.3%	193	62.3%	14	4.5%	18	5.8%	310	100.0%
Q4	56	19.1%	6	2%	0	0%	28	9.6%	49	16.7%	0	0.0%	191	65.2%	7	2.4%	18	6.1%	293	100.0%

1. EPA Workforce Profile

An overview of the current number of all EPA (permanent and temporary) employees, by quarter.



Workforce	Q1		Q2		Q3		Q4	
	#	%	#	%	#	%	#	%
Total Employees	15,663	100.0%	15,631	100.0%	15,723	100.0%	15,739	100.0%
Total Permanent	14,635	93.4%	14,612	93.5%	14,681	93.4%	14,684	93.3%
Total Temporary	1,028	6.6%	1,014	6.5%	1,028	6.5%	1,036	6.6%
Total Phased Retirement	n/a	n/a	5	0.03%	14	0.1%	19	0.1%

2. EPA versus National Civilian Labor Force Demographic Diversity Comparison and Survey Data on LGBT Employees

An overview of the current number and percentages of all EPA (permanent and temporary) employees by race/national origin, targeted disability, and veteran status compared to the most recently available EEO Tabulation 2006-2010 (5-year American Community Service (ACS) data) for race/national origin comparisons and the Bureau of Labor Statistics (BLS) Employment Situation of Veterans-2010 as of March 2011 data for veteran comparisons.

Race/National Origin, Veteran and Targeted Disability Status	CLF %	EPA Q4	
		#	%
Veteran	7.0%	1,386	8.8%
Targeted Disabilities ¹	2.0%	346	2.2%
American Indian/Alaska Native	0.6%	102	0.6%
Asian	4.8%	1,030	6.5%
Black	11.3%	2,702	17.2%
Hawaiian/Pacific Islander	0.2%	17	0.1%
White	67.0%	10,608	67.4%
More than 1 Race	1.5%	249	1.6%
Hispanic	14.6%	1,023	6.5%
TOTALS:	100.00%	15,731	100.0%
LGBT²	Government 2016 EVS 3%	EPA 2016 EVS 4.35%	

¹ The Targeted Disabilities benchmark of 2% is not based on the CLF but instead the federal goal established pursuant to Executive Order 13548-Increasing Federal Employment of Individuals with Disabilities.

² The source of data on the government-wide and EPA LGBT community is the Employee Viewpoint Survey (EVS), an OPM-administered survey conducted annually. Additional information is located at: Annual Data on the EPA Lesbian, Gay, Bisexual, and Transgender (LGBT) Population

Quarter	American Indian/ Alaska Native		Asian		Black		Hawaiian/Pacific Islander		White		More than 1 Race		Hispanic		Veteran		Targeted Disabilities	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Q1	102	0.7%	1011	6.5%	2680	17.1%	18	0.1%	10615	67.8%	233	1.5%	1004	6.4%	1318	8.4%	352	2.2%
Q2	102	0.7%	1014	6.5%	2682	17.2%	18	0.1%	10578	67.7%	233	1.5%	1004	6.4%	1329	8.5%	345	2.2%
Q3	103	0.7%	1027	6.5%	2703	17.2%	18	0.1%	10615	67.5%	245	1.6%	1012	6.4%	1370	8.7%	344	2.2%
Q4	102	0.6%	1030	6.5%	2702	17.2%	17	0.1%	10608	67.4%	249	1.6%	1023	6.5%	1386	8.8%	346	2.2%

Dev, Madhu

From: Facey, Lester
Sent: Thursday, May 24, 2018 8:58 AM
To: Dev, Madhu
Subject: Friendly Reminder FY 2017 DVAAP Annual Report
Attachments: DVAAP 2017-2018 Plan Report.pdf

FYI

Lester C. Facey, Ph.D.

National Program Manager
Veterans Employment Program
U.S. Environmental Protection Agency
Diversity, Recruitment & Employee Services
1200 Pennsylvania Ave., N.W.
Washington, D.C. 20460

Email: facey.lester@epa.gov
Phone: 202-566-1321

From: Allen, Tania
Sent: Thursday, November 30, 2017 5:03 PM
To: DVAAP <DVAAP@opm.gov>
Cc: Facey, Lester <Facey.Lester@epa.gov>; Cunningham, Bisa <cunningham.bisa@epa.gov>
Subject: RE: Friendly Reminder FY 2017 DVAAP Annual Report

Jose,
Attached please find the EPA report and plan. Thanks.

Tania

Tania L. Allen, Chief
Diversity & Recruitment Branch
Diversity, Recruitment & Employee Services Division
Office of Human Resources
202-564-0290 (Main)
(b)(6) (Cell)
202-564-8121 (Fax)

From: DVAAP [<mailto:DVAAP@opm.gov>]
Sent: Wednesday, November 1, 2017 8:38 AM
Subject: Friendly Reminder FY 2017 DVAAP Annual Report

Good Morning,

Friendly reminder, that the annual Disabled Veterans Affirmative Action Program (DVAAP), with accomplishment report, and plan with certification forms, are due electronically **NLT Friday, December 1, 2017**. If there is something that I might be able to do to limit any requests of extensions, please let me know.

A 508-compliant version of this memorandum is available online for the benefit of visually-impaired readers at: <https://www.chcoc.gov/content/agency-disabled-veterans-affirmative-action-program-dvaap-annual-reporting-4>

Also, the two 508-compliant, fillable DVAAP forms are also available online:

1. [FY 2017 DVAAP Accomplishment Report form](#)
2. [FY 2018 DVAAP Plan and Plan Certification form](#)

If you have any follow-up questions or concerns, please email DVAAP@opm.gov or call me at (202) 606-9485.

Respectfully,

Jose Lopez
Veterans Program Specialist/Disabled Veterans Affirmative Action Program Manager
Employee Services/Veterans Services
U.S. Office of Personnel Management
Washington, D.C.
(202) 606-9485
Other Email:
DVAAP@opm.gov
FedsHireVets@opm.gov



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"They will not be persuaded to sacrifice all views of present interest, and encounter the numerous vicissitudes of War, in the defence of their Country, unless she will be generous enough, on her part, to make a decent provision for their future support[.]" 1 — George Washington

Dev, Madhu

From: Nieves, Michael
Sent: Monday, June 11, 2018 11:08 AM
To: Dev, Madhu
Subject: Re: Follow-up

Hi Madhu

I hope you are well

(b) (5)



Michael

Sent from my iPhone

On Jun 11, 2018, at 7:47 AM, Dev, Madhu <Dev.Madhu@epa.gov> wrote:

Hi Michael,

Wanted to follow up on this and see if there was any response.

Thank you,

Madhu Dev

From: Nieves, Michael
Sent: Friday, June 01, 2018 9:45 AM
To: Dev, Madhu <Dev.Madhu@epa.gov>
Subject: Re: Follow-up

Hello Madhu

(b) (5)



Michael

Sent from my iPhone

On Jun 1, 2018, at 7:35 AM, Dev, Madhu <Dev.Madhu@epa.gov> wrote:

Hi Michael,

I wanted to follow up on this and see if you had received a response yet.

Thank you,

Madhu Dev

From: Nieves, Michael
Sent: Wednesday, May 30, 2018 7:43 AM
To: Dev, Madhu <Dev.Madhu@epa.gov>
Cc: Nieves, Michael <Nieves.Michael@epa.gov>
Subject: Follow-up

Hello Madhu

I hope all is well. It was great speaking with you yesterday.

(b) (5)

A large black rectangular redaction box covers the text in this block.

I will be in a training all day long ---- but hope to have a response to you by Thursday.

Have a great day.

Michael

Michael Nieves
Diversity & Inclusion Coordinator
Diversity & Recruitment Branch
Diversity, Recruitment and Employee Services Division
Office of Human Resources
Work: 202-566-1478
Nieves.Michael@epa.gov

Dev, Madhu

Subject: Discuss Diversity Dashboard (b)(6)

Location: Michael's office

Start: Tue 5/29/2018 9:00 AM

End: Tue 5/29/2018 10:00 AM

Recurrence: (none)

Meeting Status: Accepted

Organizer: Nieves, Michael

Required Attendees Dev, Madhu

Dev, Madhu

From: Nieves, Michael
Sent: Thursday, June 14, 2018 8:14 AM
To: Dev, Madhu
Subject: RE: Attached is the EEO section that discuss how to prepare workforce data tables ---

Hi Madhu

(b) (5)



Thanks

Michael

From: Dev, Madhu
Sent: Thursday, June 14, 2018 7:57 AM
To: Nieves, Michael <Nieves.Michael@epa.gov>
Subject: RE: Attached is the EEO section that discuss how to prepare workforce data tables ---

Hi Michael,

I was on the Diversity & Inclusion website checking to see if the updated reports were posted and noted Q1 & Q2 of FY 2018 reports were updated. However, I did notice that the Annual Report for FY17 was still the same.

I just wanted to confirm if that report was being updated as well or were the updates only being shown for the FY18 reports?

Thank you,

Madhu Dev

From: Nieves, Michael
Sent: Tuesday, June 12, 2018 10:34 AM

To: Dev, Madhu <Dev.Madhu@epa.gov>

Subject: Attached is the EEO section that discuss how to prepare workforce data tables ---

Madhu

Attached is a link used by the Office of Civil Rights when they prepare their main report (MD-715) for the EEOC

(b) (5)



M

Michael Nieves
Diversity & Inclusion Coordinator
Diversity & Recruitment Branch
Diversity, Recruitment and Employee Services Division
Office of Human Resources
Work: 202-566-1478
Nieves.Michael@epa.gov

Purpose: To document the referral of an anonymous hotline referral memo from the Office of Investigation's (b) (6) to the Office of Audit & Evaluation.

Source:

1. **OIG Team:**

Madhu Dev, Auditor, OIG/OA&E, Atlanta 404-562-9010, Dev.Madhu@epa.gov

(b) (6) OIG Hotline Manager, OIG/OI, Washington D.C. (b) (6)

Gloria Taylor-Upshaw, Program Manager, OIG/OA&E, Atlanta 404-562-9842, Taylor-Upshaw.Gloria@epa.gov

Mike Davis, Director, Efficiency Audit, OIG/OA&E, Cincinnati 513-487-2363, Davis.Michaeld@epa.gov

2. 2018-0267 Hotline referral memo Information Only - Office of Special Counsel Referral of EPA False Diversity Report for 2017, received from the EPA Office of Investigations HQ via email on May 21, 2018, [Link: Source 02- 2018-0267 referral memo.pdf](#)

Scope:

The Office of Audit & Evaluation (OA&E) received the hotline referral memo 2018-0267 from (b) (6) at the Office of Investigations (OI) via email on May 21, 2018 (see source 2).

Conclusion:

We received a hotline referral regarding the 2017 Diversity (dashboard) report from the OI for review (see source 02).

The memo allegedly stated the EPA is reporting false information in its 2017 Diversity (Dashboard) report. Specifically, the memo alleges there is a significant disparity between the numbers reported to the OPM (for the Veteran's report) and the numbers on the dashboard report for the (1) total veteran numbers, (2) total EPA numbers, and (3) total new hires (see source 02, pg. 3).

	Initials	Date
Preparer Completion	MD	6/13/18
Initial PM Review		
Final PM Review	GTU	6-18-18
PLD Review		

Purpose: To determine the validity of hotline referral 2018-0267 information and if further action is necessary.

Source:

1. Hotline memo referral 2018-0267, [Link: B.01 - Source 02- 2018-0267 referral memo.pdf](#)
2. Madhu Dev, Auditor, OIG/OA/EAD, Atlanta 404-562-9010, Dev.Madhu@epa.gov
3. FY 2017 EPA Diversity Dashboard report accessed via http://intranet.epa.gov/ohr/diversity_and_inclusion/pdf/2017-EPA-Diversity-Annual-Report.pdf, [Link: Source 03- 2017-EPA-Diversity-Annual-Report.pdf](#)
4. Disabled Veterans Affirmative Action Program (DVAAP) 2017-2018 Plan Report provided by Lester Facey, National Program Manager, Veterans Employment Program, Washington D.C. 202-566-1321, facey.lester@epa.gov, [Link: Source 04- DVAAP 2017-2018 Plan Report.pdf](#)
5. Michael Nieves, Diversity & Inclusion Coordinator, Diversity & Recruitment Branch, Office of Human Resources, Washington D.C. 202-566-1478, Nieves.Michael@epa.gov

Scope:

The OIG Office of Audit and Evaluation received a hotline referral from the EPA Office of Investigations via email on May 21, 2018. The overall problem alleged in hotline referral stated concerns regarding the EPA reporting false information in its 2017 Diversity Report. Specifically, the memo alleges there are concerns for significant disparities in the numbers reported for the (1) total veteran numbers, (2) total EPA numbers, and (3) total new hires in the Diversity Dashboard Report versus the Disabled Veterans Affirmative Action Program (DVAAP) 2017-2018 Plan Report.

We compared the numbers in the FY 2017 Diversity Dashboard Report to the numbers in the DVAAP 2017-2018 Plan Report ([see Details 1 below- one](#)).

Conclusion:

Based on our review and comparison of the total number of Veterans, EPA employees, and New Hires reported in the FY 2017 Diversity Dashboard Report and the DVAAP 2017-2018 Plan Report we noted the following:

- There was a small difference (difference of 3- [see Details 1.c.i- one](#)) between the Total New Hires reported in the two reports.
- There were two different numbers shown for the total EPA employees. On page 24 of the report it shows a total EPA of 15,161 and on page 25 it shows a total EPA of 15,145. We asked the Diversity & Inclusion Coordinator where this difference came from. Diversity & Inclusion Coordinator explained the difference noted was due to the fact that not all employees submitted their Race/National Origin information (it is optional for employees to submit). The total difference noted was 16. ([See Details 1.b.ii- two](#))

Based on our conclusions and notations, we did not identify any significant difference between the reported numbers as alleged in the hotline referral. Therefore, we do not feel further action is necessary and a closeout memo can be prepared for this hotline referral.

	Initials	Date
Preparer Completion	MD	6/15/18
Initial PM Review		
Final PM Review	GTU	6-18-18
PLD Review		

Details:

1. We compared the numbers in the FY 2017 Diversity Dashboard Report to the numbers in the DVAAP 2017-2018 Plan Report.
 - a. We obtained a copy of the FY 2017 Diversity Dashboard Report from the EPA intranet ([see Source 03](#)) and a copy of the DVAAP 2017-2018 Plan Report from Lester Facey, the National Program Manager in Veterans Employment Program ([see Source 04](#))([Link: Comm. 01- DVAAP from Lester Facey \(5-24\).pdf](#)).
 - b. We met with the Diversity & Inclusion Coordinator, Michael Nieves, via teleconference on May 29, 2018 at 9:00 am to go over the charts, tables, and any question in the FY 2017 Diversity Dashboard Report. [Link: Comm. 03- Diversity Meeting with M. Nieves \(5-29\).pdf](#)
 - i. During this meeting Madhu asked Michael what the red line on the tables separating the Veteran and Targeted Disabilities categories from the other categories indicated (specifically for the new hires table on [pg. 20/390 in source 03](#)). Michael explained the line is to represent the number of Veteran and Targeted Disabilities identified are already included into one of the other categories (i.e. Asian, black, white, etc.)
 - ii. **(two)** Additionally, in the Diversity Dashboard Report we (OIG) noted there were two different numbers shown for the total EPA employees. On page 24 of the report it shows a total EPA of 15,161 and on page 25 it shows a total EPA of 15,145. We asked Michael where this difference came from. He stated that he would have to get back to me on that.
 1. On 6/12/18 Michael called Madhu to explain the difference that was noted was due to the fact that those number of employees did not submit their Race/National Origin information. He stated it is the employee's choice if they choose to submit the information since it is always optional. So that is the difference that is seen between the two pages.
 2. Additionally, on 6/11/18 Michael stated the difference that was noted led to them identifying there was an issue with the data extraction and thus displayed in the last two reports (FY 18 reports). He stated the contractors are working to redo the reports and hope to have the reports posted on the public website later on in the week of June 11th. [Link: Comm. 02- Email with Michael- Diversity Report difference \(6-11\).pdf](#); [Link: Comm. 04- Nieves Diversity report issue fixes \(6-14\).pdf](#)
 - c. We created a table to compare the numbers documented both reports for the total Veterans, EPA employees, and New Hires.

- i. **(one)** We did not note any significant difference between the reports for the categories compared. We did note there was a small difference between the Total New Hires reported in the two reports.

	DVAAP Report (OPM) (source 04)		Diversity Dashboard Report (source 03)		Difference
Total Veteran	1,371	pg. 7/13	1,371	pg. 25/300	0
Total EPA	15,161	pg. 7/13	15,161	pg. 24/300	0
Total New Hires	609	pg. 2/13	612	pg. 20/300	3

Purpose: To prepare the closeout memo for the hotline referral.

Source:

1. Madhu Dev, Auditor, Office of Inspector General (OIG)/Office of Audit and Evaluation (OA&E)/Efficiency Audits, Atlanta 404-562-9010, Dev.Madhu@epa.gov
2. Gloria Taylor-Upshaw, Project Manager, OIG/OA&E/Efficiency Audits, Atlanta 404-562-9842, Taylor-Upshaw.Gloria@epa.gov
3. Mike Davis, Director (Dir/PLD), OIG/OA&E/Efficiency Audits, Cincinnati 513-487-2363
4. Kevin Christensen, Assistant Inspector General Audit (AIGA), OA&E/HQ, Washington D.C. (202) 566-1007, christensen.kevin@epa.gov

Scope:

We prepared the closeout memo for the hotline referral 2018-0267 in **Details below- [one](#)**.

Conclusion:

We prepared and sent out the closeout memo for hotline referral 2018-0267 to **(b)(6)** on 6/28/2018 (**see Details 4- [two](#)**).

The memo states that the allegation as presented in the hotline complaint does not identify any material issues to audit. Therefore, we recommended that the initial complaint be closed.

	Initials	Date
Preparer Completion	MD	6/28/18
Initial PM Review		
Final PM Review	GTU	7-9-18
PLD Review		

Details: [\(one\)](#)

1. We prepared the closeout memo, for hotline referral 2018-0267, for Gloria's review:
 - a. We emailed the draft closeout memo to Gloria for her review. **(b) (5)**
[REDACTED]
 - b. Gloria provided her comments to the closeout memo **(b) (5)**
[REDACTED]
 - c. We updated the closeout memo based on Gloria's comments. **(b) (5)**
[REDACTED]
 - d. Gloria provided the closeout memo with a few additional changes and stated to send the finalized version to Mike for his review.
2. We prepared the closeout memo for the Director's review:
 - a. Madhu prepared and emailed the closeout memo for Mike's review based on Gloria's comments. **(b) (5)**
[REDACTED]

- b. Mike provided his comments/revisions to the closeout memo. (b) (5)
[REDACTED]
- 3. We prepared the closeout memo for the AIG/DAIG's review:
 - a. Madhu prepared and emailed the closeout memo for the AIG/DAIG's review.
 - i. [Link: Doc. 06- Draft Closeout Memo- Hotline Referral 2018-0267 for AIG review.docx](#)
 - b. The AIG cleared the memo to be sent out to (b) (6) [Link: Comm. 03- Email- AIG review of Memo.pdf](#)
- 4. (two) We issued the closeout memo via email to (b) (6) [Link: Comm. 04- Email of Final Closeout Memo for Hotline Referral 2018-0267.pdf](#)